



The 50/50 Programme

This extended program will launch your employees through the steps to plan the last phase of their working life (40-60 yrs).

Why: the business and personal drivers

This stage is a major transition for anyone, which most people do not prepare for, until they are forced to: at late-in-life-redundancy or retirement. 40 years of employment capped by a sudden void – softened by outplacement, but not meeting employer or employee needs. These challenges are especially difficult for men, who struggle to talk openly.

How do you conduct major workforce reductions, and:

- build goodwill as people who leave genuinely appreciate the care, and for those who stay on, watch and feel encouraged that they will receive similar care.
- preserve productivity levels by maintaining morale with empathic strategies.
- stimulate interest in voluntary redundancy.
- catch and support the vulnerable – protect individuals and families.
- reduce the risk of workplace tragedy.

What to do about it?

Launch the 50/50 Programme as a pre-emptive initiative to outplacement. Help your employees to see beyond this stage of life, to think through what their life could look like in 10 or 20 years time, and to finish their career with optimism and energy.

This is a well-balanced, longer-term alternative to outplacement – not a quick fix to just shorten the employment gap. This is for people:

- still at work, over 40, and facing up to employment changes.
- who want to pursue a passion, but have been restrained by circumstances.
- who are taking seriously the prospect of being bored for 30 years into old age.
- who's Super may not sustain them, and need to supplement the pension.

The best time for this open-ended discovery is while they are employed, with time to adjust emotionally and practically to the shock of redundancy, and what may lie ahead.



What it is

A 12-month group-based program:

- 1 day monthly, within a work group, working through life options.
- 30 mins coaching in-between sessions for questions, to maintain momentum.

Facilitated by **Tony Monaghan** Organisational Psychologist, who is familiar to your teams through his delivery of Beyond Blue Mental Health sessions.

Why 50/50?

Because:

- 50 is halfway towards modern life expectancy.
- 50/50 describes how many men feel after a tiring career, and that's not ok.
- 50 means there is time to learn something new and rewarding.

Programme Structure

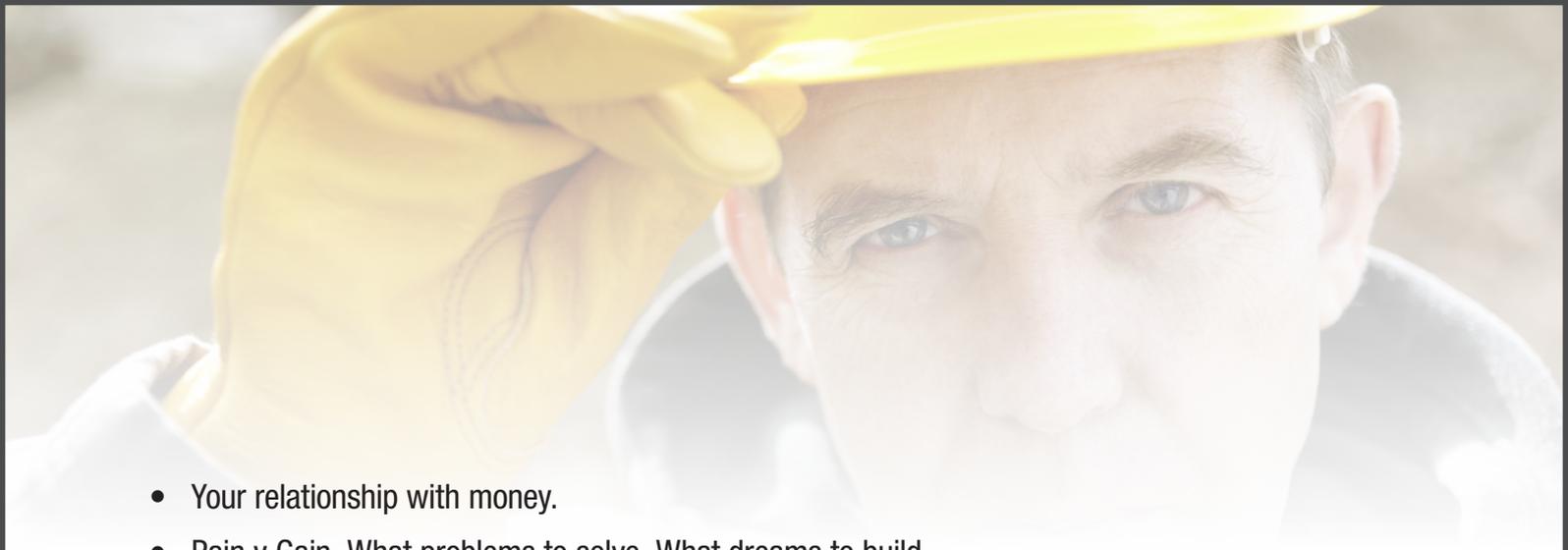
First 3 months (3 days, a month apart):

1. Day 1 / Month 1:

- Context of the program; the needs of men at 50 facing change (work, health, finance, mental health related; retirement).
- Challenges of change: strategies and responses.
- Predicting your future; work, leisure, health, relationships, finances – and how you might get there.
- Current status: a detailed self audit (part 1).
- Tasks for the coming month.

2. Day 2 / Month 2:

- Reflection.
- Current status: a detailed self audit (part 2).
- Work you love: what work happily do unpaid, for the love of it?
- What skills/experience/knowledge do you have?
Creating a landscape of options.

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- Your relationship with money.
 - Pain v Gain. What problems to solve. What dreams to build. What you bring to the table to make change happen. How to move forward.
 - Tasks for the coming month.

3. Day 3 / Month 3:

- Reflection.
- Your life story. Going back, in order to go forward.
- Career transitions;
 - employment / self-employment and small business.
 - new focus – new skills, new industry, creativity.
 - what to do with redundancy, voluntary redundancy.

Next 9 months (1 / day monthly): How to get there

We continue the journey. Whatever is needed.

Funding:

Maximum numbers per group limited to 20.

The first 3 months from Ausgrid.

\$1000 per employee, all resources included, to a maximum of \$18,000.

Further sessions funded by employees who choose to continue.

Venue:

Will be on-site at Ausgrid locations, based on convenience / location of participants; Sydney CBD, Parramatta, Newcastle, Wollongong.

Contact Skillbiz for further consultation: 1800 25 99 66.